

EMPOWERING SUPERVISORS TO SUPPORT VICTIMS OF SEXUAL ASSAULT



It can be difficult for personnel to tell supervisors they have been sexually assaulted. It is important to listen with care and concern, be supportive, and consider the information below when offering support.

And remember – you do not have to figure this out on your own. Sexual Assault Response Coordinators (SARCs), Sexual Assault Prevention and Response Victim Advocates (SAPR VAs), the Department of the Navy Civilian Employee Assistance Program (DONCEAP) and the DoD Safe Helpline are available to support you and your staff.

Sexual Assault is intentional sexual contact, characterized by the use of force, threats, intimidation, or abuse of authority when the victim does not or cannot consent. This includes a broad category of sexual offenses consisting of the following specific UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these offenses. (DoDI 6495.02)

► What to do if they are a direct report

- Ensure they are safe. If their safety is threatened, contact military law enforcement (i.e., Navy Criminal Investigative Services) or local authorities as soon as possible.
- Ask if they would like medical care. If so, help them get to a medical provider as soon as possible. If emergency medical care is required, call 911.
- Other than immediate safety and health-related questions, refrain from asking for details regarding the sexual assault.
- Be supportive. Ask what you can do to help. Do not assume you know what is best. Support their right and ability to make their own decisions.
- Encourage them to contact the SARC, SAPR VA, the Department of the Navy Civilian Employee Assistance Program (DONCEAP) or DoD Safe Helpline for information about reporting options and local resources (i.e., rape crisis centers, etc).

► How to help

- Support them as they go through the recovery process. Listen without trying to problem-solve. Be patient with the person's duty performance as they recover.
- Recognize they may have necessary appointments. Ensure only those with a legitimate need know why they are absent.
- Remind them that the assault is something that happened to them; it does not define them as a person, or an employee.

► What to avoid

- Avoid taking control. Empower them to make their own decisions.
- Avoid predicting timelines for their recovery (i.e., three months, six months, or one year).
- Avoid treating them as if they are broken or damaged.



► Where to get help

- Each installation has a **Sexual Assault Prevention and Response Office**, SAPR Victim Advocates, and a 24/7 support line.

- **The DoD Safe Helpline** offers live, one-on-one support and information. Services are confidential, anonymous, secure, and available worldwide 24/7. Call **1-877-995-5247** or visit **SafeHelpline.org**.

The DoD Safe Helpline connects users with SARCs, SAPR VAs, Chaplains, legal support, medical and behavioral healthcare services, military police, local civilian sexual assault service providers, and many others.

- **The Department of the Navy Civilian Employee Assistance Program (DONCEAP)** provides confidential, free, and compassionate care and resources any time – day or night. Call **1-844-DON-CEAP (1-844-366-2327)**, TTY **1-800-635-2883**, or visit **MagellanAscend.com**.

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Sexual Assault Support for the DoD Community

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